

Who is Protected?

Although most reported cases have dealt with harassment by men against women, both males and females are protected from sexual harassment under the law.

Whose Conduct is Covered?

As was previously mentioned, quid pro quo sexual harassment generally involves conduct by supervisors. Hostile environment harassment, however, may involve conduct of supervisors, co-workers, or, in some instances, even non-employees. Hostile environment harassment may occur where:

- ! *A supervisor or manager commits, participates in, or condones conduct that creates a hostile environment;*
- ! *Other employees engage in such conduct, and one or more managers or supervisors who know or should know of the conduct and of its offensive character, fail to take reasonable steps to put a stop to it; or*
- ! *Non-employees, such as customers, suppliers, or guests engage in such conduct, or employees and guests participating in a work-related activity or social function held during or outside regular working hours and, although the employer knows or should know that it is going on and that it is offensive, the employer fails to take reasonable action to remedy the situation.*
- ! *An employer may also be responsible for the acts of non-employees, with respect to sexual harassment of employees in the work place, where the employer (or its agents or supervisory employees) knows or should have known of the conduct and fails to take immediate and appropriate corrective action.*

If you have been a victim of sex discrimination or sexual harassment, under the law you may be entitled to any or all of the following:

- ! A work place free from sexual harassment or sex discrimination.
- ! Discontinuance of the sexual harassment.
- ! Hiring or reinstatement on the job.
- ! Retroactive promotion.
- ! Recovery of back pay and other lost benefits.
- ! Damages to compensate for future pecuniary losses, mental anguish and inconvenience.
- ! Attorney's fees.

Obligation of the Employee in the EEO Complaint Process:

- ! Comply with time limits established by Agency and federal guidelines.
- ! Furnish sufficient detail to clearly identify the matter of the complaint.